



Springfield Fire Department

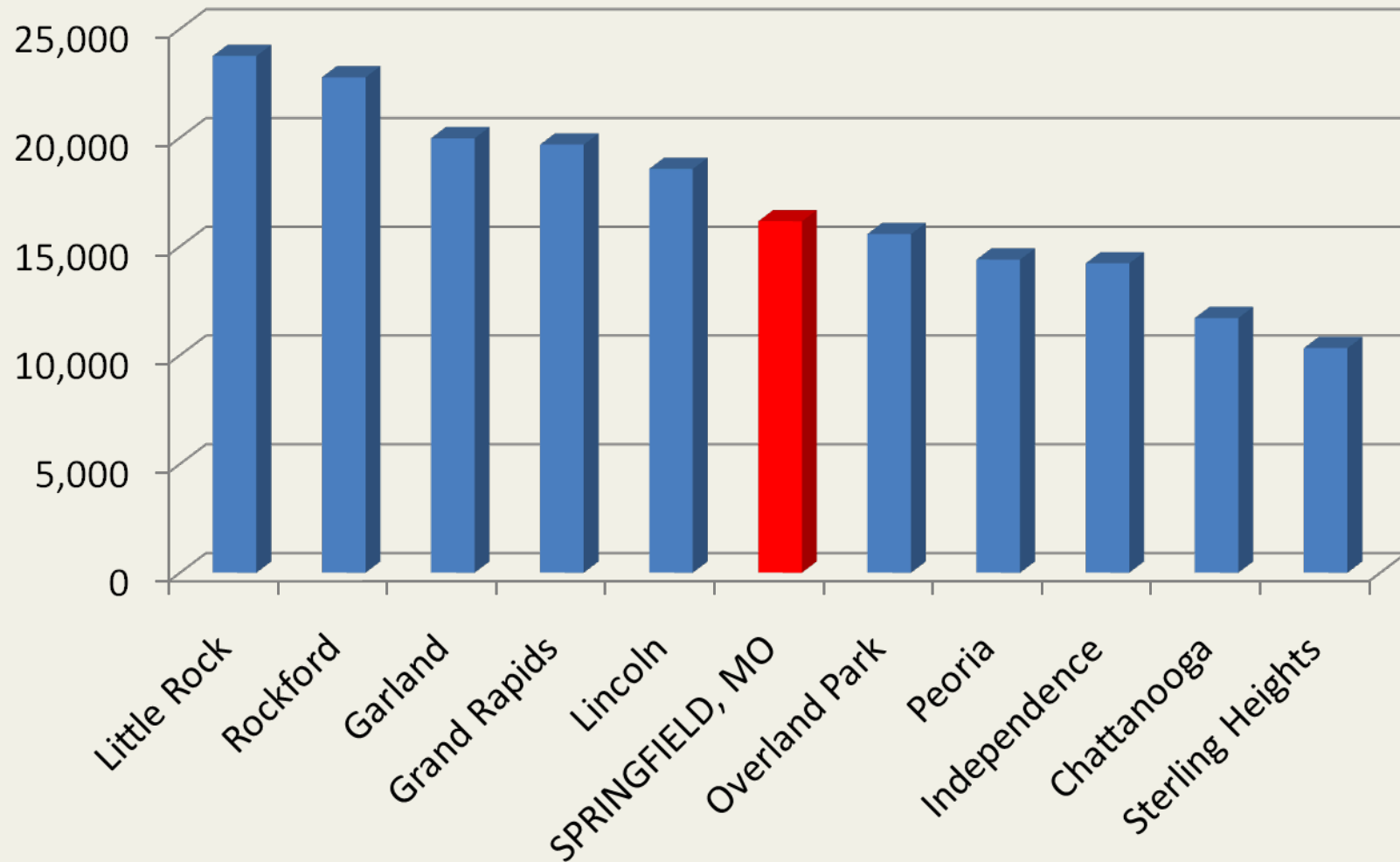
Pension Task Force Presentation

May 6, 2009

Service Demand Comparison

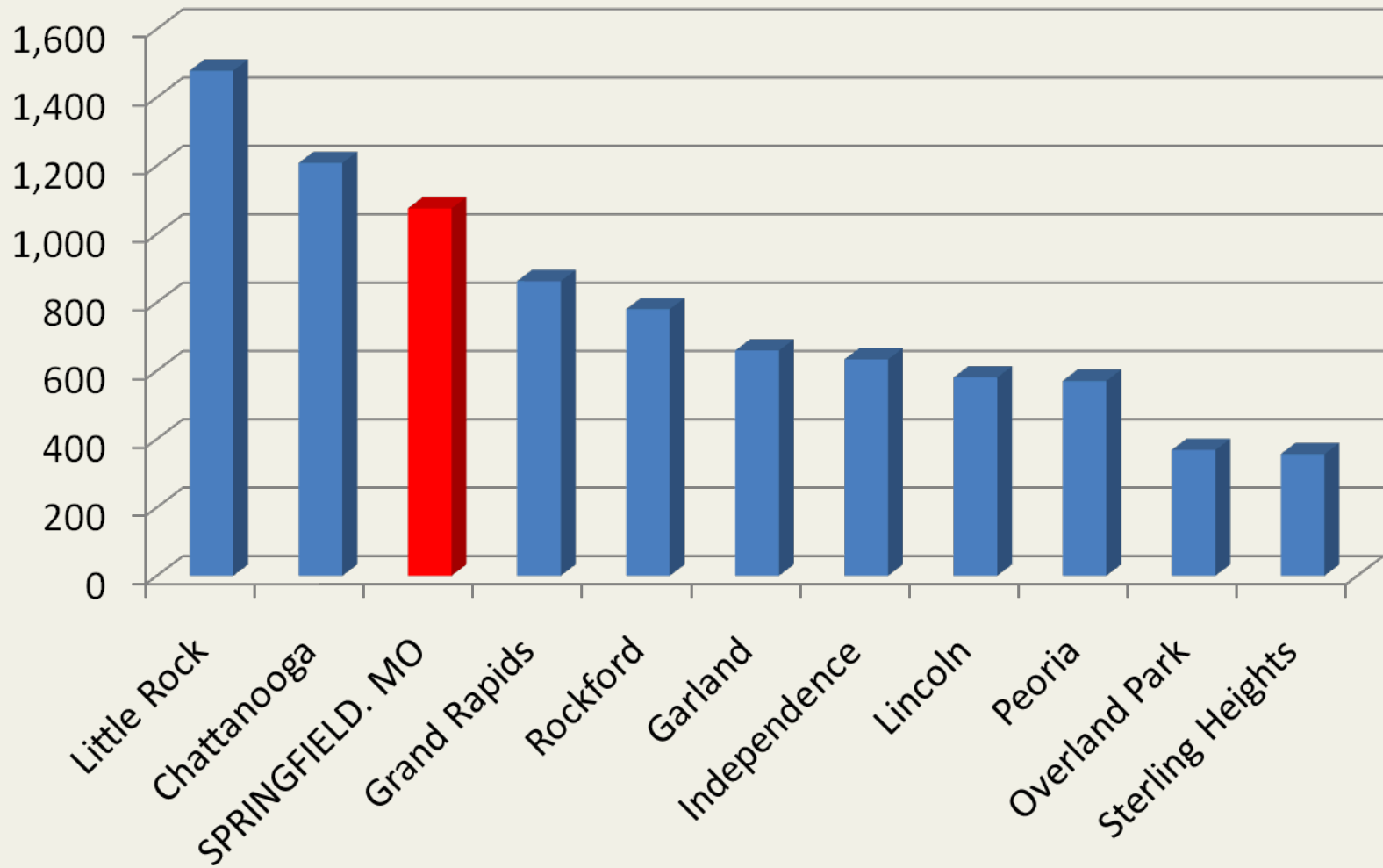
Calls for Service

(Regional)



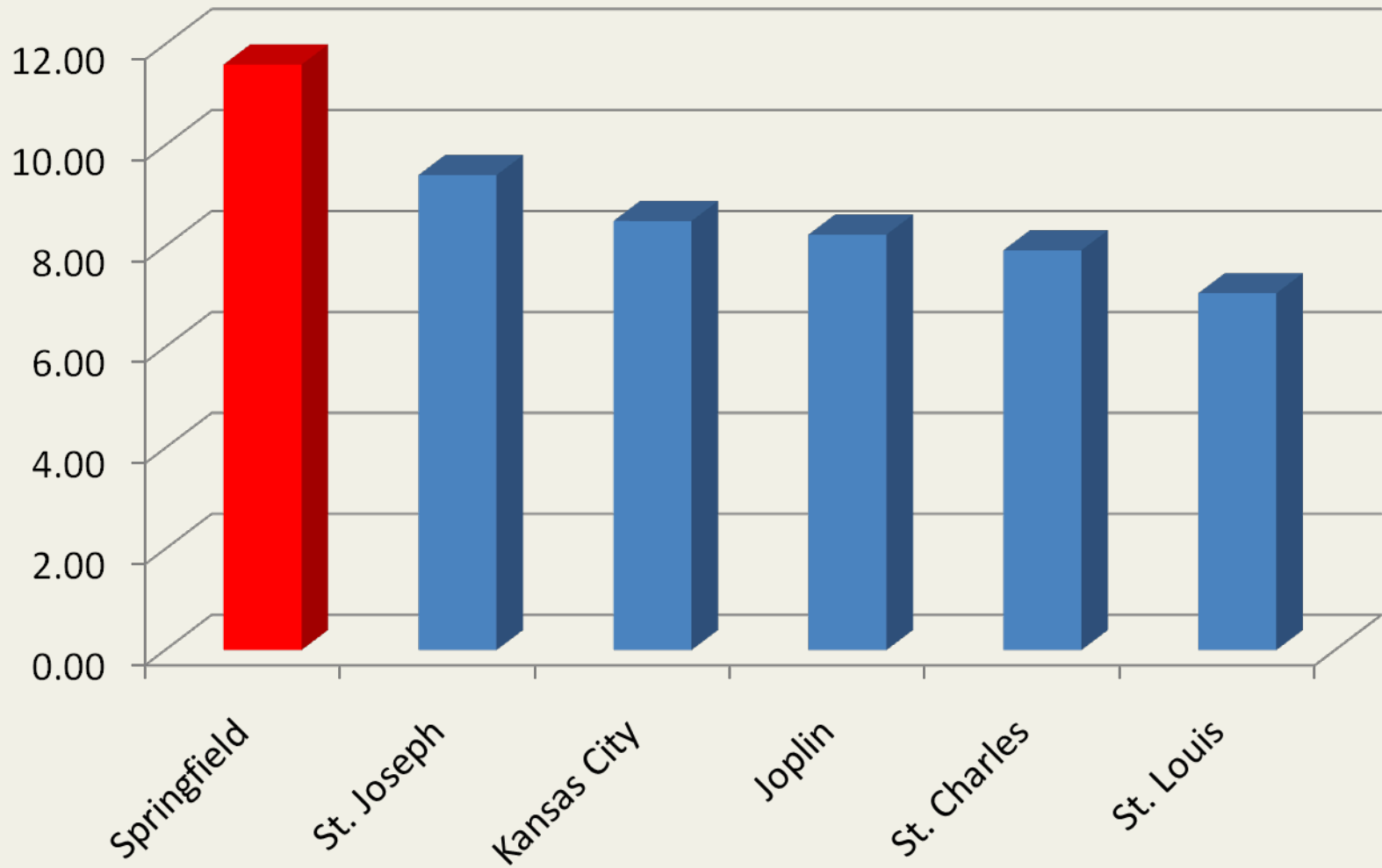
Fire Incidents

(Regional)



Per Capita Calls for Service

(State)



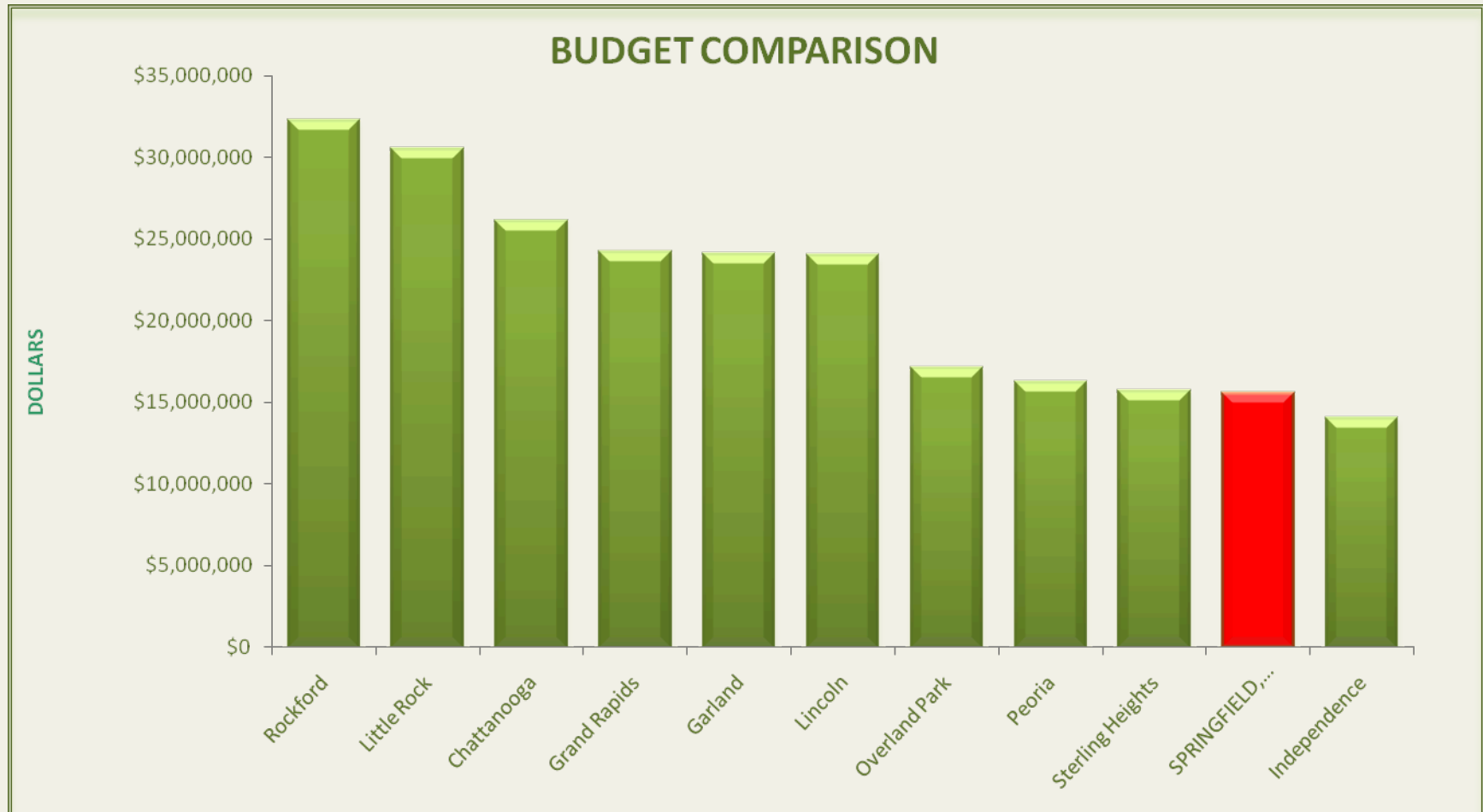
Service Demand Comparison Conclusion

The SFD has an average to above-average demand for service.

Benchmarks

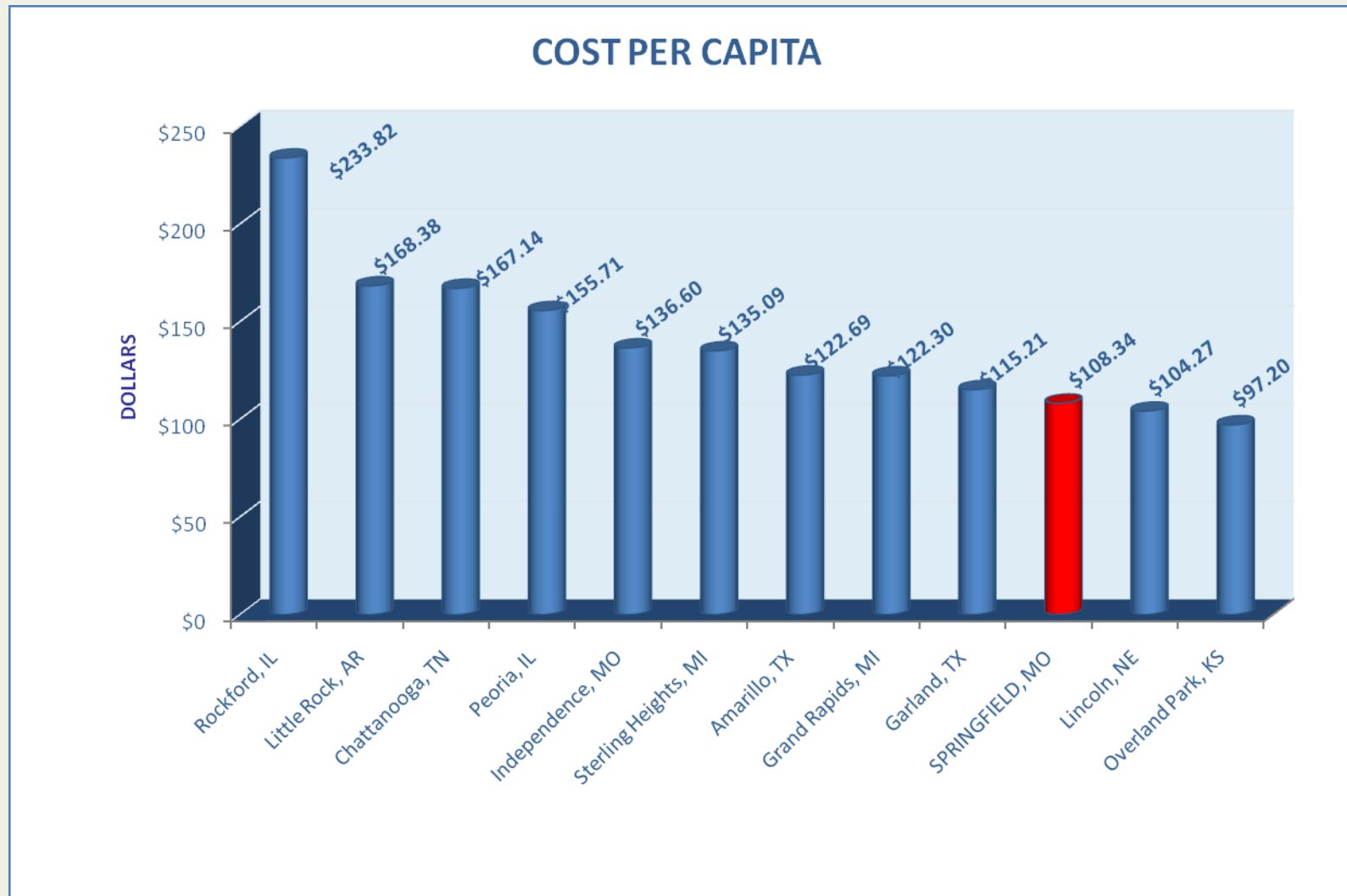
Budget Comparison

(Regional)



Cost per Capita

(Regional)

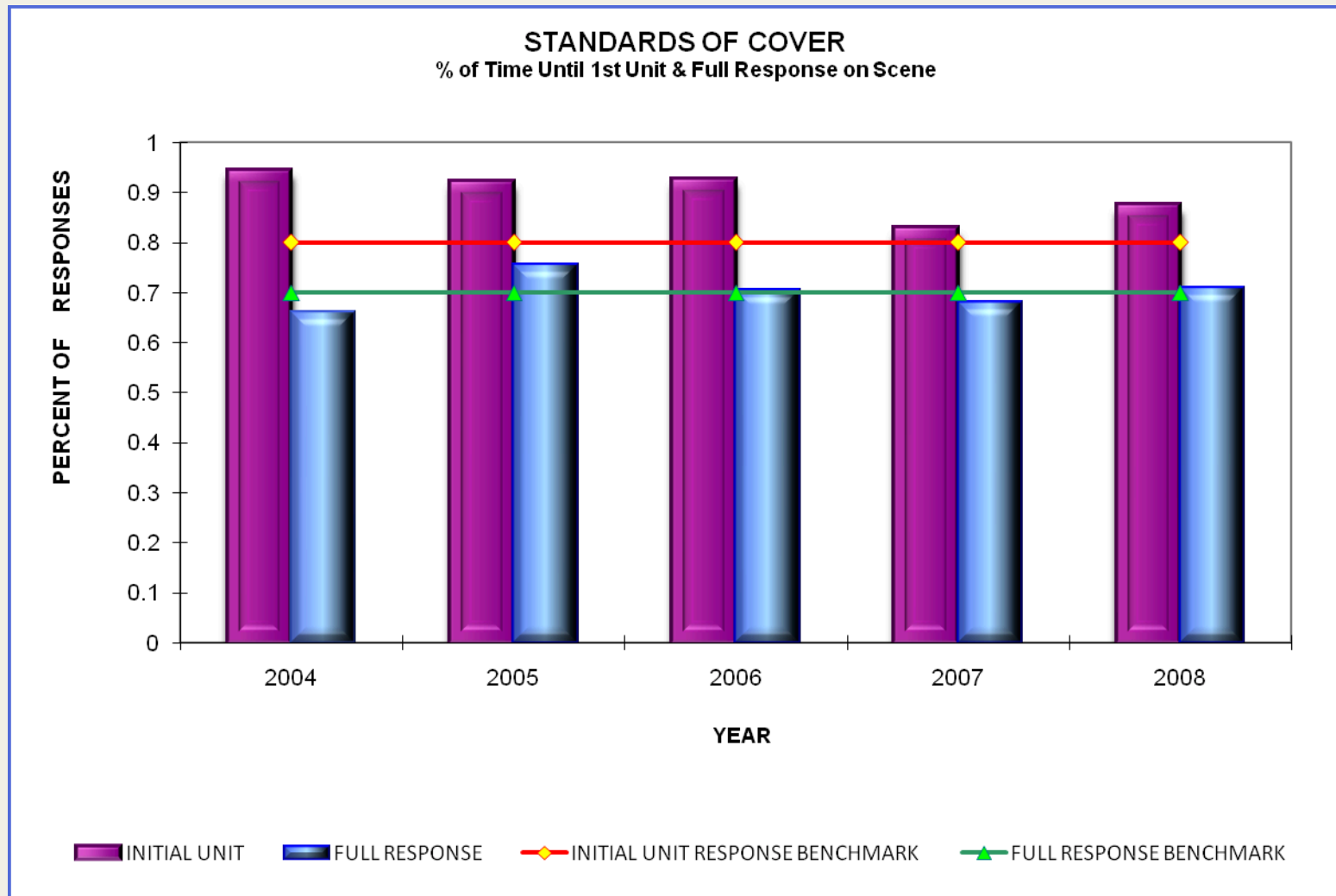


Cost per Capita

(State)

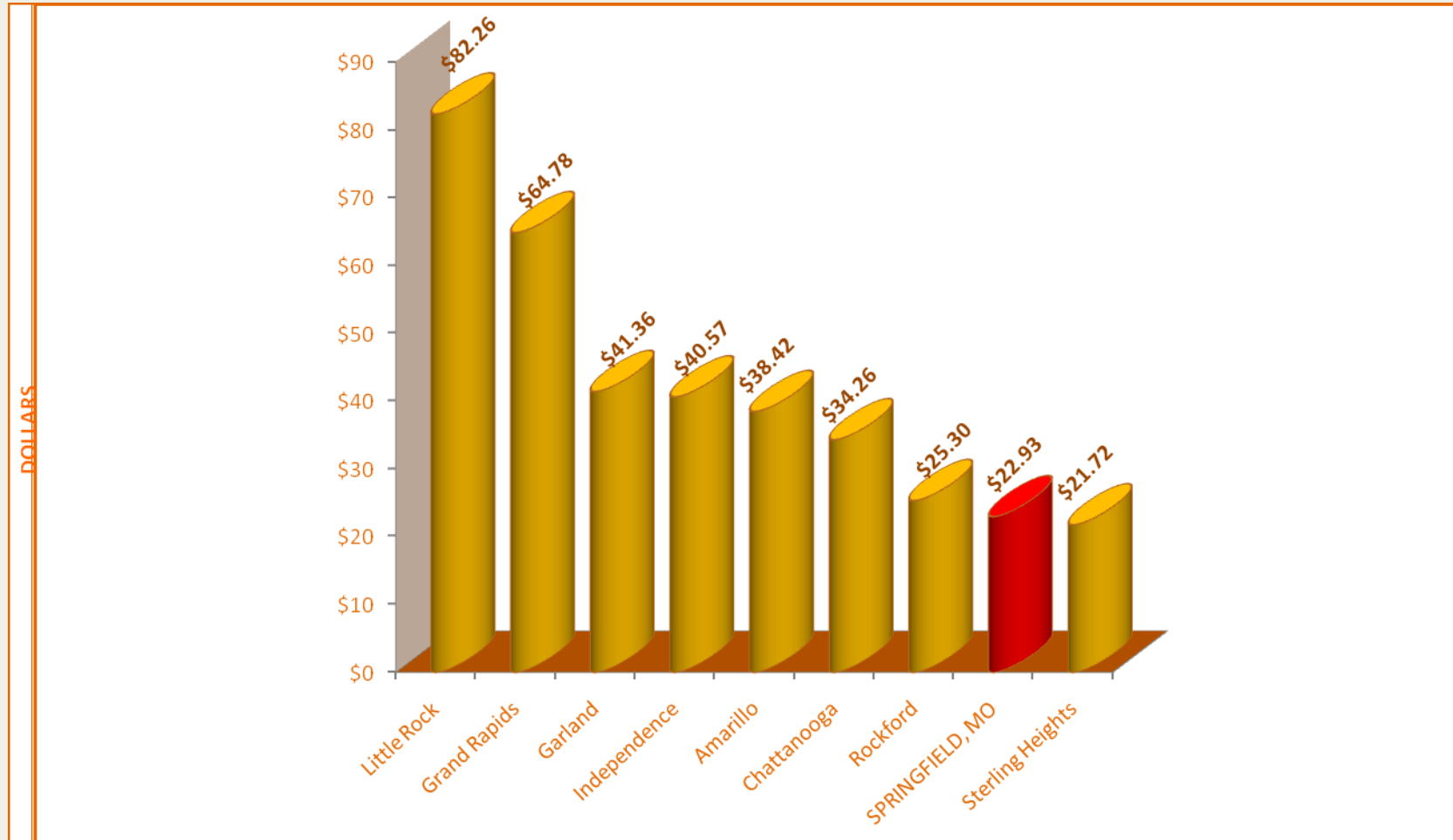


Standards of Cover



Property Loss per Capita

(Regional)



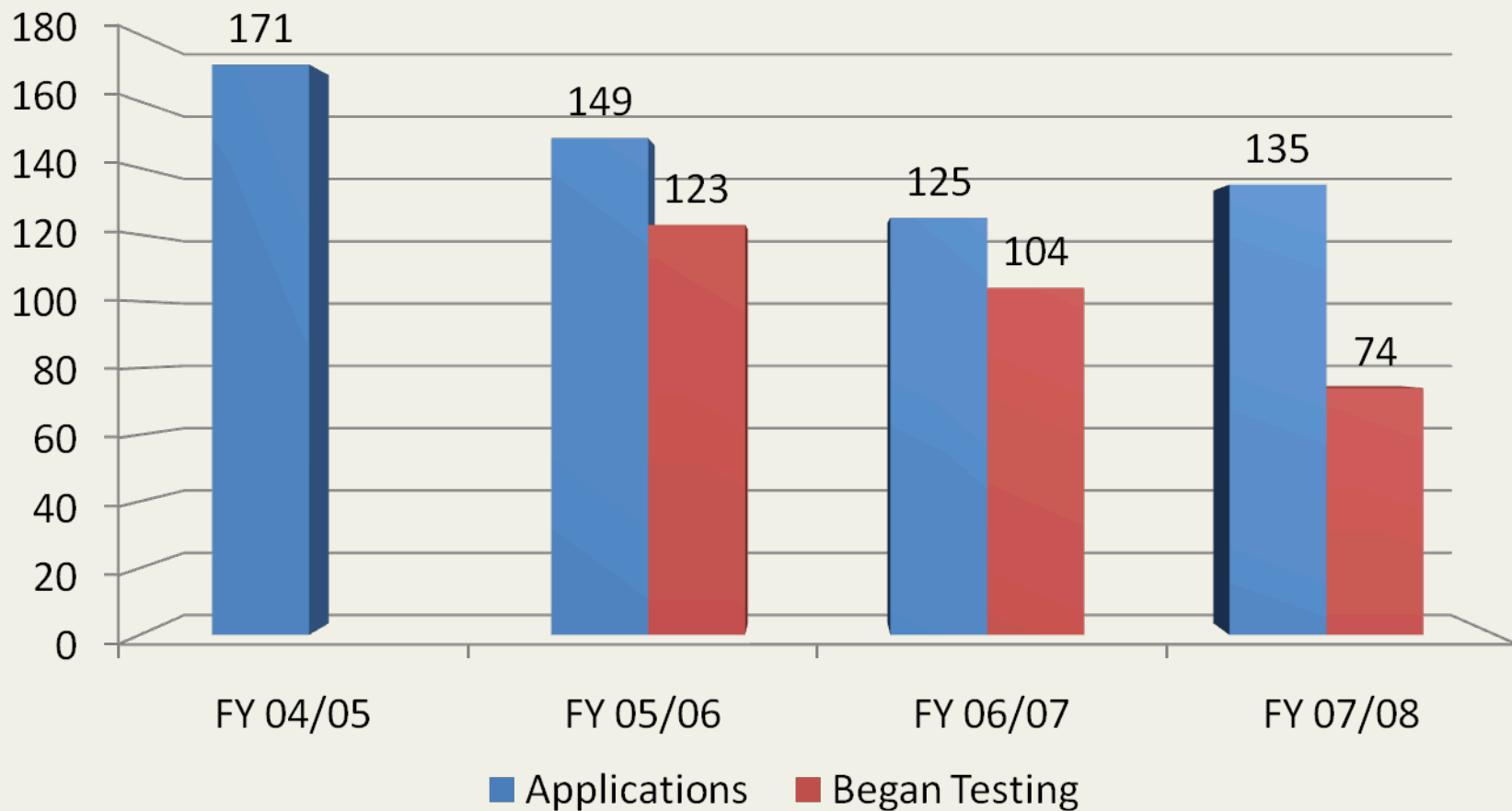
*Lincoln, NB was omitted from chart and was highest per capita loss with \$874.85

Benchmarks Conclusion

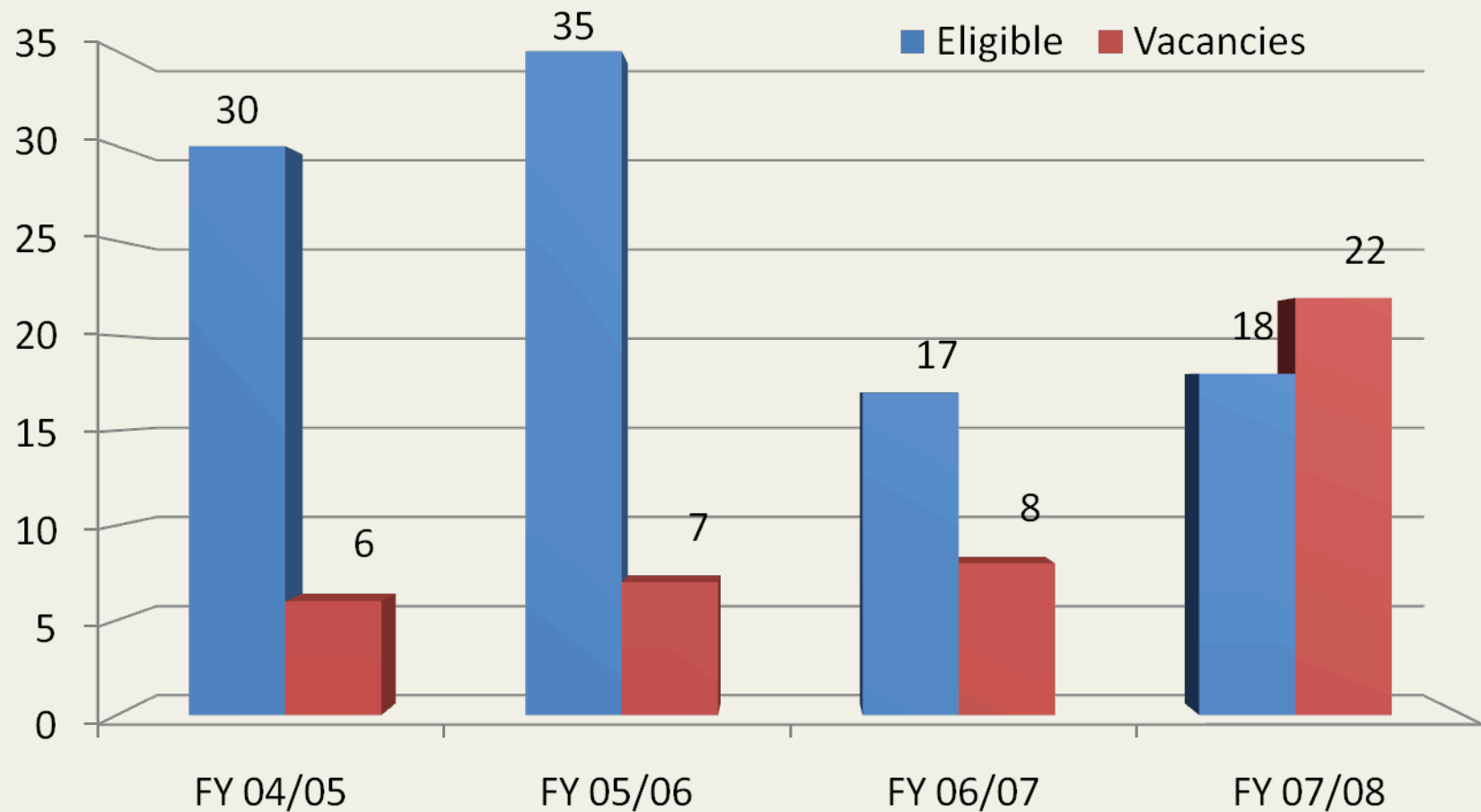
The SFD provides high service levels
at low cost.

Impact on Recruitment

Firefighter Applications vs Began Testing



Eligible to Hire vs Vacancies



Impact on Recruitment Conclusion

As the pension issue has become more prominent, fewer qualified applicants are choosing the SFD which has reduced the department's hiring options.

Impact on Retention

Facts about Fire Retirements

	FY 2003-2005	FY 2006-2008	Current FY
% waiting until maximum retirement	69%	26%	15%
Average years of service at retirement	24.7	22.8	21.8

- This year, 38% retired as soon as they were eligible.
- Next month, the department will only have 1 person left on the department that is eligible to retire.

Impact on Retention Conclusion

As the pension issue has become more prominent, more personnel are choosing to retire sooner.

Impact on Leave

Steps Taken to Address Leave Balances

New Employees

- In 1995, new employees could no longer accumulate more vacation than the amount they accumulate in 2 years (20 shifts)
- In 2004, new employees could no longer accumulate more holidays than the amount they accumulate in 2 years (9 shifts)

Steps Taken to Address Leave Balances

Current Employees

- In 2004, employees hired prior to 1998 would be subject to a schedule to reduce holiday payouts.
 - On January 1, 2010 holiday payouts will be limited to the amount accumulated in 2 years (9 shifts).
- In 2005, employees hired prior to 1995 would no longer be allowed to accumulate vacation above the 2 year amount, or their balance on December 26, 2005, whichever is higher.

Results

- **67% reduction in excess vacation balances during the last 5 years.**
 - On Dec 31, 2005, the department had 16,135 hours in excess of the 2-year accumulation limit.
 - On Dec 31, 2010, the department will have 5,388 hours in excess of the 2-year accumulation limit.
- **On December 31, there is a complete elimination of excess holiday liability.**
 - On December 31, 2005, the department had 14,716 hours in excess of the accumulation amounts.
 - On December 31, 2009 the department will have no liability for any excess accumulation amounts

Impact on Leave Conclusion

The department has addressed the issue of excess leave time; however, this means more people must take off, leaving the department even further shorter on staffing.

Impact on Salaries

Salary Comparison – Top Pay

(Regional)

Firefighter Salary

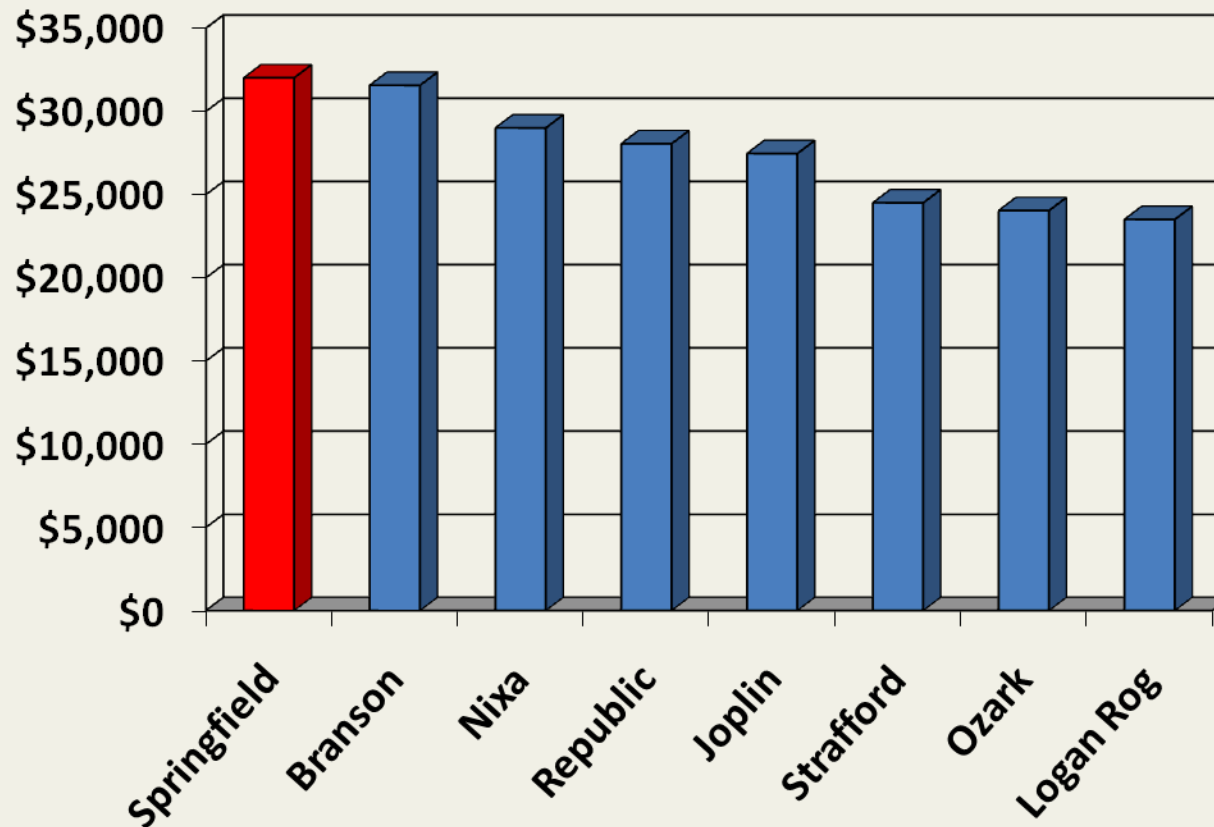
CITY	STATE	MATCH	MINIMUM	MAXIMUM	PERCENT DIFFERENCE
Overland Park	KS	HC	\$36,744	\$63,096	34.94%
Sterling Heights	MI	HC	\$39,221	\$62,776	34.26%
Grand Rapids	MI	HC	\$36,604	\$55,922	19.60%
Lincoln	NE	HC	\$37,274	\$52,943	13.23%
Des Moines	IA	HC	\$43,490	\$51,813	10.81%
Springfield	MO		\$31,075	\$46,758	
Little Rock	AR	HC	\$30,792	\$45,369	-2.97%
Independence	MO	HC	\$28,680	\$44,916	-3.94%
Chattanooga	TN	HC	\$27,869	\$41,525	-11.19%
Amarillo	TX	NA			
Garland	TX	NA			
Peoria	IL	NA			

Asst Chief Salary

CITY	STATE	MATCH	MINIMUM	MAXIMUM	PERCENT DIFFERENCE
Lincoln	NE	HC	\$59,590	\$116,199	41.29%
Des Moines	IA	HC	\$60,000	\$108,200	31.56%
Overland Park	KS	HC	\$105,840	\$105,840	28.69%
Little Rock	AR	HC	\$67,184	\$100,776	22.53%
Sterling Heights	MI	MC	\$90,053	\$94,627	15.06%
Independence	MO	HC	\$68,374	\$86,940	5.71%
Grand Rapids	MI	HC	\$86,698	\$86,698	5.42%
Chattanooga	TN	HC	\$56,863	\$85,018	3.37%
Springfield	MO		\$57,408	\$82,243	
Amarillo	TX	NA			
Garland	TX	NA			
Peoria	IL	NA			

Salary Comparison – Starting Pay

(Local)



*Not able to survey Battlefield Fire District

Retirement Comparison

(Local)

- Defined Benefit
 - Private Plan – Springfield & Joplin
 - LAGERS – Republic, Nixa, Branson & Ozark
- Defined Contribution
 - 403B – Logan-Rogersville

*Not able to survey Battlefield Fire District

Impact on Salaries Conclusion

The department is below market in salary and benefits compared to comparable mid west cities. The department is at the top end of local departments; however, that margin is shrinking.

Impact on Operations

Operational Changes

- Apparatus/Stations are being closed and significant overtime is being used to keep additional stations from being closed.
- Specialty teams (Water Rescue, Haz Mat, Tech Rescue) are unavailable when staffing is short.
- Fewer apparatus/personnel are being dispatched as apparatus are depleted.
- A Training Captain position has been vacant for over a year.

Operational Changes

- A Fire Marshal's position is being left vacant.
- An Assistant Chief's position is being left vacant.
- The Fire Chief and Assistant Chiefs are responding to calls for service.
- All training requiring travel has been eliminated.
- The department will need to request outside assistance during peak times or major incidents.

Accreditation

With the current reductions, the department will not be able to meet the minimum standards to maintain accreditation.

ISO

- During the last ISO evaluation, the City earned 80.53 points with 80 points needed to attain a class 2 fire rating.
- The department has made some improvements since that time, but the staffing shortages over the past year, as well as current actions will negatively affect the points.
- The city is undergoing a re-rating in two weeks.
- It is unknown whether the city's fire rating will worsen.

Impact on Operations

Conclusion

Fewer personnel and equipment will be responding to incidents which will result in longer response times and increased danger to life, damage to property, and potentially raising fire insurance rates.

Impact on People

People Factor

- This effects every aspect of the employee's life
 - Reduced safety due to low staffing levels
 - Stagnant pay when already below peers
 - Uncertain future
- This is the number one talk around the kitchen table.
- It is hard to maintain motivation when they feel beat up in the media.

Impact on People Conclusion

The morale in the department has plummeted as employees feel they are being betrayed on the promises made to them after giving up raises and making their full pension contribution.

Summary

- The SFD

- Has greater demands than peer departments
- Works at a lower cost than peer departments
- Is experiencing recruitment and retention problems
- Has addressed leave balance issues
- Is compensated below regional peers
- Is compensated slightly above the local market but the margin is shrinking

Summary (cont)

- The SFD
 - Will lose its accredited status
 - May lose its Class 2 ISO rating
 - Is experiencing significant morale issues
 - Is reducing its service levels to the citizens

What is At Stake

In 2008 SFD documented 18 rescues where death was imminent

- 3 - Fire Rescues
- 1 - Water Rescue
- 14 - Medical Rescues